



# Questions to Ask an Employer in an Interview



In every interview, there will come a point when the hiring manager will ask, “Do you have any questions for me?” Please, don’t say “no” to this important opportunity.

Asking questions to your prospective employer is a critical part of any job interview. A good set of questions helps you in several ways:

- It shows you’ve done your homework about the organization
- It displays your excitement about the job
- It gives you a chance to talk about your strengths
- It helps you learn more about the job and the hiring organization
- It keeps you informed about the hiring process.

So always, always, always ask questions in an interview!

## Three Things to Remember

Keep in mind these three rules when you start asking questions to the interviewer:

1. Never ask a question, the answer to which is easily findable online or elsewhere. This makes you look lazy and wastes the interviewer’s time.
2. Don’t wait until the end of the interview. Asking questions early in the interview is a great way to steer the conversation to your strengths and build rapport with the interviewer.
3. Be strategic in the questions you ask. You’ll probably only have time for 3-4 questions. Ask the prompts that are most important to you and relevant to the job at-hand.

## What to Ask

The following is a list of sample questions you may want to ask in your next interview.





## Questions to show you've done your homework

- Your mission says X. How do you see this position positively contributing to the mission?
- From what I understand, your organization is trying to do X. How can I best help you do this?
- I see you've been here for X years. Can you tell me about your experience working here?
- Do you have a plan for competing with your biggest competitors, companies X, Y, and Z?
- I saw your organization was recently recognized for X. Could you tell me more about that?

## Questions that share your excitement about the job

- What would it take for me to get a gold star on my first year performance review?
- What's your favorite office tradition?
- What do you like most about working here?
- I'm particularly excited about X. How does that impact day-to-day operations here at the company?



## Questions that give you a chance to talk about your strengths

- We haven't talked about my skill, X. Can I tell you a bit more about my experience in this area?
- Can I share another success from my work history that might interest you?
- You mentioned X. This reminded me of something that happened with a previous employer. Can I share this story with you?

## Questions that help you learn more about the job and the organization

- Can you offer specific details about the position's day-to-day responsibilities?
- How does this position contribute to the organization's success?
- How does the company culture affect this position?
- What goals do you have for the company or your department over the next five years?
- What is the work environment like here?
- Can you tell me about your leadership style?
- Who will I report to directly?
- What are your expectations for this role during the first 30 days, 60 days, year?
- How are decisions made on an organizational/departmental level?
- What are your organization's biggest problems? How can this position best alleviate these issues?
- What kind of resources are provided to assure success in this position?
- How would you describe the work/life balance working here?
- Can you tell me about the team I'll be working with?
- How do you evaluate employee performance and recognize performance that beats expectations?



## Questions that inform you about the hiring process

- Have I answered all of your questions?
- What is the timeline for making a hire for this position?
- When can I reach out to follow-up on next steps?
- What is the best way to stay in touch?
- How do I compare to other candidates you're considering?
- Can you think of a reason why I wouldn't be move forward in the hiring process?
- Is there any additional information I can share with you?



## About Mac Prichard

Mac Prichard, founder and publisher of [Mac's List](#), has been connecting people to rewarding work for decades. As a transplant to Portland, Oregon in the early 1990s, Mac learned the secrets to finding work in a competitive market. He has since become a recognized expert on job hunting and career management. Mac writes for the [Mac's List blog](#), hosts a weekly podcast, [Find Your Dream Job](#), and is the author of [Land Your Dream Job in Portland \(and Beyond\)](#) and [Land Your Dream Job Anywhere](#).

## About Mac's List

Since 2001, Mac's List has been Oregon's premier job search resource, an online community connecting thousands of passionate and talented people to meaningful work opportunities in the Pacific Northwest. A registered B Corp, Mac's List is an organization with a social mission: to give people the tools and knowledge they need to conduct effective job searches. We do this through our [job board](#), a [blog](#), a [podcast](#), and [online courses](#) all dedicated to the nuts and bolts of job hunting and career management. More than 80,000 people a month connect with Mac's List.

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